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Financing of the United Nations peacekeeping forces in the Middle East: United Nations Disengagement Observer Force

Performance report on the budget of the United Nations Disengagement Observer Force for the period from 1 July 2005 to 30 June 2006

Report of the Secretary-General

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Summary

The present report contains the performance report on the budget of the United Nations Disengagement Observer Force (UNDOF) for the period from 1 July 2005 to 30 June 2006.

The total expenditure for UNDOF for the period from 1 July 2005 to 30 June 2006 has been linked to the mission's objective through a number of results-based frameworks, grouped by components, namely, operations and support.

Performance of financial resources

(Thousands of United States dollars. Budget year is from 1 July 2005 to 30 June 2006.)

			Variance	
Category	*Apportionment*	*Expenditure*	*Amount*	*Percentage*
Military and police personnel	20 137.7	20 223.8	(86.1)	(0.4)
Civilian personnel	8 377.0	7 867.5	509.5	6.1
Operational costs	13 006.7	12 025.6	981.1	7.5
Gross requirements	**41 521.4**	**40 116.9**	**1 404.5**	**3.4**
Staff assessment income	1 142.4	1 126.2	16.2	1.4
Net requirements	**40 379.0**	**38 990.7**	**1 388.3**	**3.4**
Voluntary contributions in kind (budgeted)	—	—	—	—
Total requirements	**41 521.4**	**40 116.9**	**1 404.5**	**3.4**

Human resources incumbency performance

Category	*Approved*[a]	*Actual (average)*	*Vacancy rate (percentage)*[b]
Military contingents	1 047	1 043	0.4
International staff			
Posts	42	37	11.9
General temporary assistance	—	—	—
National staff			
Posts	107	104	3.2
General temporary assistance	—	—	—

[a] Represents the highest level of authorized strength.
[b] Based on monthly incumbency.

The actions to be taken by the General Assembly are set out in section V of the present report.

I. Introduction

1. The budget for the maintenance of the United Nations Disengagement Observer Force (UNDOF) for the period from 1 July 2005 to 30 June 2006 was set out in the report of the Secretary-General of 21 December 2004 (A/59/653 and Corr.1 and 2) and amounted to $41,581,200 gross ($40,438,800 net). It provided for 1,047 military contingents, 42 international staff, 107 national staff. The Advisory Committee on Administrative and Budgetary Questions, in paragraph 31 of its report on UNDOF (A/59/736/Add.4), recommended that the General Assembly appropriate $41,581,200 gross for the period from 1 July 2005 to 30 June 2006.

2. The General Assembly, by its resolution 59/306 of 22 June 2005, appropriated an amount of $41,521,400 gross ($40,379,000 net) for the maintenance of the mission for the period from 1 July 2005 to 30 June 2006. The total amount has been assessed on Member States.

II. Mandate performance

3. The mandate of the Force was established by the Security Council in its resolution 350 (1974) of 31 May 1974. The mandate for the performance period was provided by the Council in its resolutions 1605 (2005) of 17 June 2005 and 1648 (2005) of 21 December 2005.

4. The Force is mandated to help the Security Council achieve an overall objective, namely, to maintain international peace and security.

5. Within this overall objective, the Force has, during the performance report period, contributed to a number of accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are grouped by components: operations and support.

6. The present report assesses actual performance against the planned results-based frameworks set out in the 2005/06 budget. In particular, the performance report compares the actual indicators of achievement, that is, the extent to which actual progress has been made during the period against the expected accomplishments, with the planned indicators of achievement, and compares the actually completed outputs with the planned outputs.

Component 1: operations

Expected accomplishment 1.1: The parties act in accordance and comply with the Disengagement Agreement

Planned indicators of achievement	*Actual indicators of achievement*
1.1.1 Separation of forces and areas of limitation maintained	Achieved: zero serious violations of the ceasefire agreement and 168 minor protested violations in the UNDOF area of responsibility

Planned outputs	*Completed (number or yes/no)*	*Remarks*
Weekly high-level meetings with the Syrian authorities; meetings with local Syrian officials, as needed	23	Meetings Fewer meetings than anticipated due either to Force Commander's absence on official business or to scheduling conflicts
Monthly high-level meetings with the Israel Defence Force command	9	Same as above
Biweekly meetings with the Israel Defence Force liaison staff	16	Same as above
21,900 mobile patrol person days (3 troops per patrol x 20 patrols x 365 days)	29 711	The increase in mobile patrols resulted from additional requirements in the area of separation to follow up on initial observation reports. Mobile patrols were also increased to compensate for suspension of some planned foot patrols owing to bad weather conditions
8,030 foot patrol person days (2 troops x 11 patrols x 365 days)	6 192	Decrease in the number of actual foot patrols was the result of quick response by mobile patrols, as well as suspension of some foot patrols because of bad weather conditions
7,300 standing patrol person days (2 troops x 10 patrols x 365 days)	1 961	The decrease in the actual number of standing patrol was a result of the modernization programme, which reduced the number of fixed positions
5,840 night patrol person days (4 troops x 4 patrols x 365 days)	5 846	
10,950 rapid reaction patrol responses (2 troops x 15 responses x 365 days) within 10 minutes of call	9 595	Decrease in the actual number of rapid reaction responses was due to the increase in the number of actual mobile patrols
13,875 troop manned observation post person days (2 troops x 19 positions x 365 days)	15 158	The number of fixed positions was increased from 19 to 20, resulting in a corresponding increase in troop-manned observation post person days
1,460 temporary checkpoint person days (4 troops x 1 checkpoint x 365 days)	2 041	Increase in the actual number of temporary checkpoints was required as a result of additional new roads leading into the area of separation
Biweekly inspections of the areas of limitation	26	Completed inspections on both sides of the area of limitation
2 reports of the Secretary-General to the Security Council	2	Reports
Immediate communications with the parties during crisis situations	Yes	Close contact maintained between UNDOF and both parties on a 24/7 basis

Periodic secure escort for International Committee of the Red Cross passage of persons across the area of separation for humanitarian purposes	Yes	UNDOF assisted in 2 crossings of students, 1 handover of a mentally handicapped boy, 1 crossing for a wedding, 1 family crossing (for medical treatment) and the crossing of 270 pilgrims

Expected accomplishment 1.2: Reduced threat of mines in the area of separation

Planned indicators of achievement	*Actual indicators of achievement*
1.2.1 Zero persons killed/injured by mines and unexploded ordnance	• Zero persons killed, one person injured by mines and unexploded ordnance

Planned outputs	*Completed (number or yes/no)*	*Remarks*
Clearance of mines and unexploded ordnance in the area of separation	258	Mines and unexploded ordnance in the area of separation were cleared
Advice to the United Nations Children's Fund (UNICEF) mine awareness project	No	No requests received

Component 2: support

Expected accomplishment 2.1: Effective and efficient logistical, administrative and security support to the mission

Planned indicators of achievement	*Actual indicators of achievement*
2.1.1 Reduction in average procurement informal solicitations processing time between the receipt of certified requisitions and the issuance of purchase orders from 90 days in 2004/05 to 81 days in 2005/06	• Achieved, average processing time: 80 days
2.1.2 Reduction in time taken to submit contingent strength and contingent-owned equipment verification reports to Headquarters from an average of 25 days in 2003/04 to 15 days in 2004/05 to 10 days in 2005/06	• Achieved. 10 days taken for inspection, verification and report submission

Planned outputs	*Completed (number or yes/no)*	*Remarks*
Service improvements		
Streamlining of procurement paper flow by development of templates and maximized e-mail usage	Yes	
Streamlining of processing of contingent-owned equipment and troop strength verification reports	Yes	
Military personnel		
Emplacement, rotation and repatriation for an average troop strength of 1,047	Yes	Rotations completed
Supply and storage of rations to 2 camps and 19 positions for an average troop strength of 1,047	Yes	Rations provided Positions were increased from 19 to 20 during the period
Civilian personnel		
Administration of an average number of 42 international and 107 national staff	Yes	37 international and 104 national staff contracts administered
Facilities and infrastructure		
Maintenance of facilities in Camp Faouar, Camp Ziouani, Representational Office in Damascus, military police detachment "C" in the area of separation, 19 area of separation positions and 18 outposts	Yes	Completed Positions were increased from 19 to 20 while outposts were decreased from 18 to 8 during the period
Operation and maintenance of 95 generators in 24 locations	Yes	Completed
Repair of 8 kms of roads	Yes	Completed
Maintenance of 14 water wells and filtration systems	Yes	Completed
Ground transportation		
Operation and maintenance of 372 vehicles, including 14 armoured personnel carriers	Yes	Completed
Support and maintenance of 12 PABX, 1,154 telephone extensions, 2 satellite Earth stations, 462 two-way mobile radios, 291 handy talkies, 18 VHF repeaters stations and 15 microwave sites	Yes	Completed

Information technology		
Support and maintenance of a wide-area network, 38 servers, 401 desktop computers, 42 laptops, 181 printers and 28 scanners in 22 locations	Yes	Continuous data support services provided to the Force; over 96 per cent system uptime
Medical		
Operation and maintenance of 3 level-1 medical centres for mission and United Nations Truce Supervision Organization (UNTSO) personnel and local civilian population in emergency cases	5 728	Patients treated
Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all personnel	Yes	
HIV sensitization programme for all personnel, including peer education	883	
Security		
Provision of security, including security threat assessment and risk management, to Camp Faouar, Camp Ziouani, Representational Office in Damascus, military police detachment "C" in the area of separation and 19 area of separation positions	Yes	Positions were increased from 19 to 20 during the period
Investigation of security incidents and advice to mission personnel and their dependants as well as to the personnel of 9 United Nations agencies	194	Cases investigated
Conduct of training exercises, encompassing procedures relating to security, nuclear, chemical and biological protection, shelter alarms and camp protection	1 188	Participants

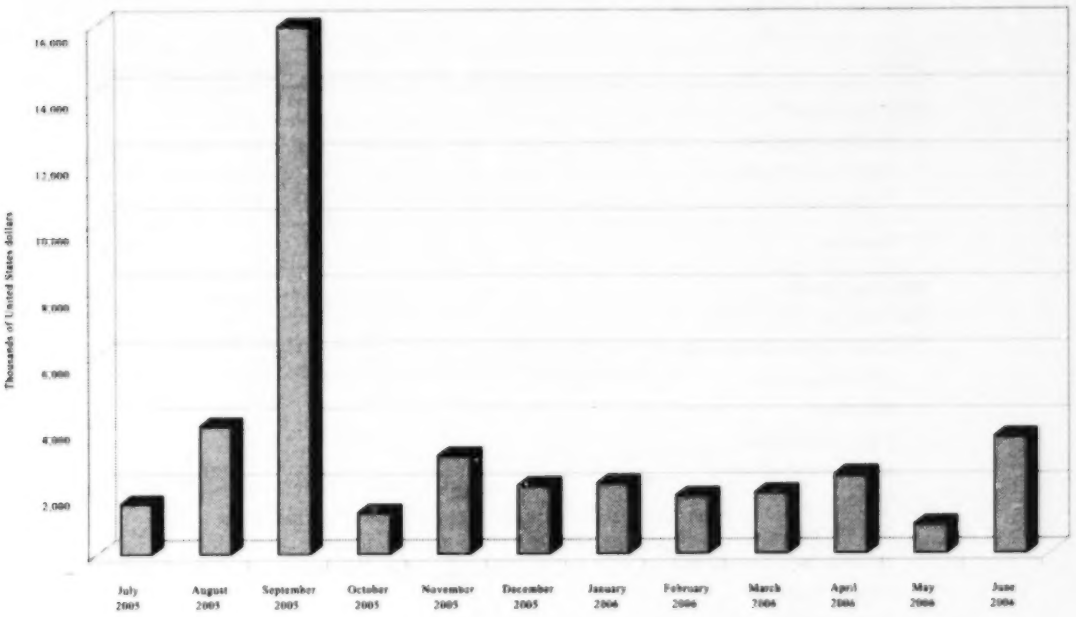
III. Resource performance

A. Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2005 to 30 June 2006.)

			Variance	
	Apportionment	*Expenditures*	*Amount*	*Percentage*
Category	*(1)*	*(2)*	*(3)=(1)-(2)*	*(4)=(3)÷(1)*
Military and police personnel				
Military observers	—	—	—	—
Military contingents	20 137.7	20 223.8	(86.1)	(0.4)
Civilian police	—	—	—	—
Formed police units	—	—	—	—
Subtotal	**20 137.7**	**20 223.8**	**(86.1)**	**(0.4)**
Civilian personnel				
International staff	6 169.1	5 696.7	472.4	7.7
National staff	2 207.9	2 170.8	37.1	1.7
United Nations Volunteers	—	—	—	—
Subtotal	**8 377.0**	**7 867.5**	**509.5**	**6.1**
Operational costs				
General temporary assistance	40.0	361.8	(321.8)	(804.5)
Government-provided personnel	—	—	—	—
Civilian electoral observers	—	—	—	—
Consultants	—	75.4	(75.4)	—
Official travel	229.6	282.2	(52.6)	(22.9)
Facilities and infrastructure	5 684.2	5 599.5	84.7	1.5
Ground transportation	3 380.5	2 440.2	940.3	27.8
Air transportation	—	—	—	—
Naval transportation	—	—	—	—
Communications	1 593.6	1 378.3	215.3	13.5
Information technology	781.1	714.4	66.7	8.5
Medical	346.8	392.7	(45.9)	(13.2)
Special equipment	203.6	158.2	45.4	22.3
Other supplies, services and equipment	747.3	622.9	124.4	16.6
Quick-impact projects	—	—	—	—
Subtotal	**13 006.7**	**12 025.6**	**981.1**	**7.5**
Gross requirements	**41 521.4**	**40 116.9**	**1 404.5**	**3.4**
Staff assessment income	1 142.4	1 126.2	16.2	1.4
Net requirements	**40 379.0**	**38 990.7**	**1 388.3**	**3.4**
Voluntary contributions in kind (budgeted)	—	—	—	—
Total requirements	**41 521.4**	**40 116.9**	**1 404.5**	**3.4**

B. Monthly expenditure pattern



Monthly expenditures

7. Higher expenditures in September 2005 were attributable to the recording, in the UNDOF special account, of obligations for the reimbursement of troop-contributing Governments for troop costs, major equipment and self-sustainment as well as for the provision of rations for military contingents.

C. Other income and adjustments

(Thousands of United States dollars)

Category	*Amount*
Interest income	944.2
Other/miscellaneous income	381.1
Voluntary contributions in cash	—
Prior-period adjustments	—
Savings on or cancellation of prior-period obligations	2 870.7
Total	**4 196.0**

D. Expenditure for contingent-owned equipment: major equipment and self-sustainment

(Thousands of United States dollars)

Category	*Expenditure*
Major equipment	
Military observers	—
Military contingents	289.2
Formed police units	—
Subtotal	**289.2**
Self-sustainment	
Facilities and infrastructure	
Catering (kitchen facilities)	137.1
Office equipment	23.9
Electrical	—
Minor engineering	81.1
Laundry and cleaning	—
Tentage	—
Accommodation	—
Miscellaneous general stores	120.0
Unique equipment	—
Field defence stores	—
Communications	—
Medical	
Medical services	82.7
Special equipment	
Explosive ordnance disposal	45.4
Observation	0.4
Identification	—
Nuclear, biological and chemical protection	—
Subtotal	**490.6**
Total	**779.8**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	—	19 May 2003	19 January 2006
Intensified operational condition factor	—	19 May 2003	19 January 2006
Hostile action/forced abandonment factor	—	19 May 2003	19 January 2006
B. Applicable to home country			
Incremental transportation factor	0.0-2.75		

IV. Analysis of variances[1]

	Variance	
International staff	$472.4	7.7%

8. The unutilized balance was due primarily to lower actual costs than budgeted for common staff costs and an actual vacancy rate of 11.9 per cent compared to 7 per cent budgeted. The amount budgeted for common staff costs was based on 81 per cent of net salaries while the actual rate was 69.1 per cent.

	Variance	
General temporary assistance	($321.8)	(804.5%)

9. The additional requirements under this heading were due primarily to the need to recruit two staff to work on the UNDOF mapping project.

	Variance
Consultants	($75.4)

10. The expenditures incurred against this line item represent the service fees for a consultant to serve as legal adviser to the Force Commander. A post has since been established in the mission for this purpose.

	Variance	
Official travel	($52.6)	(22.9%)

11. The additional requirements were due to several trips undertaken in connection with the replacement of the Canadian contingent and participation by mission staff in a number of training courses organized by the Department of Peacekeeping Operations for which initial budgetary provision had not been made.

	Variance	
Ground transportation	$940.3	27.8%

12. The unspent balance under this heading was primarily due to non-procurement of 10 vehicles owing to the fact that eight 4x4 vehicles were received from the United Nations Interim Force in Lebanon (UNIFIL) and the fact that the planned acquisition of two armoured ambulances was postponed pending verification as to whether two M-113 vehicles could be upgraded and appropriately equipped for that purpose.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent and $100,000.

	Variance	
Communications	$215.3	13.5%

13. The unutilized balance resulted primarily from delayed implementation of the expansion of carrier capacity on the satellite transponder and non-procurement of some equipment because interested vendors could not be identified.

	Variance	
Information technology	$66.7	8.5%

14. The unspent balance was due primarily to the fact that the actual cost of equipment purchased was lower than budgeted.

	Variance	
Medical	($45.9)	(13.2%)

15. The additional requirements under this heading resulted primarily from expenditures incurred for the mission's prorated share of the cost of stockpiling supplies for the treatment of avian flu.

	Variance	
Special equipment	$45.4	22.3%

16. The unutilized balance resulted from lower-than-budgeted actual costs for night compass range finder/binoculars.

	Variance	
Other supplies, services and equipment	$124.4	16.6%

17. The unspent balance was due primarily to the fact that fewer maps were purchased than initially planned. Instead, the mission recruited two staff under general temporary assistance to produce much of its requirements.

V. Actions to be taken by the General Assembly

18. The actions to be taken by the General Assembly in connection with the financing of UNDOF are:

(a) To decide that Member States shall waive their respective shares in other income for the period ended 30 June 2006 amounting to $4,196,000 and their respective shares in the amount of $84,400 from the unencumbered balance of $1,404,500 for the period ended 30 June 2006, to be applied to meeting the current and future after-service health insurance liabilities of the United Nations;

(b) To decide on the treatment of the remaining unencumbered balance of $1,320,100 for the period ended 30 June 2006.

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United Nations common system

Report of the Fifth Committee

Rapporteur: Mr. Diego **Simancas** (Mexico)

I. Introduction

1. At its 2nd plenary meeting, on 13 September 2006, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-first session the item entitled "United Nations common system" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 10th, 11th and 37th meetings, on 25 and 26 October and on 22 December 2006. Comments and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/61/SR.10, 11 and 37).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the International Civil Service Commission for 2004;[1]

(b) Report of the International Civil Service Commission for 2005;[2]

(c) Report of the International Civil Service Commission for 2006;[3]

(d) Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly concerning the administrative and financial implications of the decisions and recommendations contained in the reports of the International Civil Service Commission for 2005 and 2006 (A/61/381);

[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 30* (A/59/30 (vols. I and II)).

[2] *Official Records of the General Assembly, Sixtieth Session, Supplement No. 30* (A/60/30 and Corr.1).

[3] *Official Records of the General Assembly, Sixty-first Session, Supplement No. 30* (A/61/30).

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(e) Report of the Advisory Committee on Administrative and Budgetary Questions on the statement submitted by the Secretary-General concerning the administrative and financial implications of the decisions and recommendations contained in the reports of the International Civil Service Commission for 2005 and 2006 (A/61/484);

(f) Note by the Secretary-General on mobility and hardship (A/60/723);

(g) Report of the Secretary-General on new contractual arrangements (A/59/263/Add.1);

(h) Note by the Secretary-General on the Senior Management Network (A/60/209);

(i) Note by the Secretariat submitting the report of the Panel on the Strengthening of the International Civil Service (A/59/153);

(j) Note by the Secretary-General on the findings and recommendations of the Panel on the Strengthening of the International Civil Service (A/59/399).

II. Consideration of draft resolution A/C.5/61/L.27

4. At its 37th meeting, on 22 December, the Committee had before it a draft resolution entitled "United Nations common system: report of the International Civil Service Commission" (A/C.5/61/L.27), submitted by the Chairman of the Committee on the basis of informal consultations coordinated by the representative of Ireland.

5. At the same meeting, before the adoption of the draft resolution, a statement in explanation of position was made by the representative of the United States of America (see A/C.5/61/SR.37).

6. At the same meeting, the Committee adopted draft resolution A/C.5/61/L.27, without a vote (see para. 8).

7. The recommendation of the Fifth Committee on the statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the reports of the International Civil Service Commission for 2005 and 2006 (A/61/381) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/61/484) will be contained in the report of the Fifth Committee on agenda item 117 (A/61/592/Add.2).

III. Recommendation of the Fifth Committee

8. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004 and 60/248 of 23 December 2005,

Having considered the reports of the International Civil Service Commission for the years 2004,[1] 2005[2] and 2006,[3] the note by the Secretariat submitting the report of the Panel on the Strengthening of the International Civil Service[4] and the note by the Secretary-General on the findings and recommendations of the Panel,[5]

Having also considered the notes by the Secretary-General on the Senior Management Network[6] and the mobility and hardship allowance,[7]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

Reaffirming the statute of the Commission and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note* of the reports of the International Civil Service Commission for 2005[2] and 2006;[3]

2. *Invites* the Secretary-General, in his capacity as Chairman of the United Nations Chief Executives Board for Coordination, to urge the heads of the organizations of the United Nations common system to fully support the work of the Commission, including by providing the latter with relevant information in a timely manner for studies that it conducts under its statutory responsibilities for the common system;

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[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 30* (A/59/30 (vols. I and II)).

[2] Ibid., *Sixtieth Session, Supplement No. 30* (A/60/30).

[3] Ibid., *Sixty-first Session, Supplement No. 30* (A/61/30).

[4] A/59/153.

[5] A/59/399.

[6] A/60/209.

[7] A/60/723.

I
Conditions of service applicable to both categories of staff

A. Review of the pay and benefits system

Recalling section I.E, paragraph 1, of its resolution 44/198 of 21 December 1989, section VI of its resolution 51/216 of 18 December 1996, section I.C of its resolution 55/223 of 23 December 2000, section II.A, paragraph 7, of its resolution 57/285 of 20 December 2002, section I.C of its resolution 59/268 of 23 December 2004, and section XVII of its resolution 60/248 of 23 December 2005,

A1
Pilot study of broad-banding/pay-for-performance

1. *Takes note* of the decisions of the Commission contained in paragraph 42 of its 2005 report[2] and paragraph 43 of its 2006 report;[3]

2. *Notes with concern* that a project manager has yet to be selected in accordance with the pilot project's terms of reference as outlined in paragraph 86 (a) of the 2003 report of the Commission[8] and taken note of by the General Assembly in section I.A, paragraph 2, of its resolution 58/251 of 23 December 2003;

3. *Requests* the Commission to ensure the dedicated project leadership required for the successful completion of the pilot study;

A2
Spouse benefits

Takes note of the decision of the Commission contained in paragraph 63 of its 2005 report;[2]

A3
Mobility and hardship allowance

1. *Commends* the Working Group for developing the proposed changes in the mobility and hardship scheme;

2. *Approves* the definitions of hardship and mobility as outlined in paragraphs 76 and 77 of the 2005 report of the Commission;[2]

3. *Also approves* the proposed arrangements for mobility, hardship, non-removal and assignment grants as set out in annex II to the 2005 report of the Commission;[2]

4. *Decides* to implement the new system with effect from 1 January 2007;

A4
Education grant: review of the methodology for determining the level of the grant

1. *Takes note* of the decision of the Commission contained in paragraph 110 of its 2005 report;[2]

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[8] *Official Records of the General Assembly, Fifty-eighth Session, Supplement No. 30* (A/58/30).

2. *Approves*, with effect from the school year in progress on 1 January 2007, the recommendation of the Commission in paragraph 63 of its 2006 report[3] modifying the eligibility period for the education grant;

A5
Education grant: review of the level

Approves, with effect from the school year in progress on 1 January 2007, the recommendations of the Commission contained in paragraph 62 and annex II of its 2006 report;[3]

B. Contractual arrangements

Recalling section I.A, paragraph 4, of its resolution 57/285, section I.B of its resolution 59/268, and section IX of its resolution 59/266 of 23 December 2004,

1. *Notes* the decisions of the Commission contained in paragraph 129 of its 2005 report;[2]

2. *Notes with appreciation* the work of the Commission on the framework for contractual arrangements contained in annex IV of its 2005 report;[2]

C. Hazard pay: review of the level

Recalling sections I.D of its resolutions 57/285, 58/251, and 59/268,

Notes the decisions of the Commission contained in paragraph 147 and annex III of its 2005 report[2] for implementation as of 1 January 2007;

D. Entitlements of internationally recruited staff serving in non-family duty stations

Recalling section X, paragraphs 5 and 6, of its resolution 59/266,

Decides to revert to consideration of the entitlements of internationally recruited staff serving in non-family duty stations at the second part of its resumed sixty-first session following receipt of the report of the Commission on this issue;

E. Other

Requests the Commission to consider the effectiveness and impact of measures designed to promote retention and recruitment, especially in difficult duty stations, and to report thereon at its sixty-third session;

II
Conditions of service of staff in the Professional and higher categories

A. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil

service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period 1 January to 31 December 2006, is 114.3;

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and the officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

B. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2007, as recommended by the Commission, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories, as contained in paragraph 94 and annex IV of its 2006 report;[3]

C. Senior Management Network

1. *Takes note* of the note by the Secretary-General on the Senior Management Network;[6]

2. *Endorses* the decision of the Commission contained in paragraph 211 of its 2006 report;[3]

3. *Requests* the Commission to continue to monitor the project regarding the improvement of management capacity and performance among senior staff by the United Nations System Chief Executives Board for Coordination and to advise and make recommendations to the General Assembly as appropriate;

D. Gender balance

1. *Takes note* of the findings of the Commission contained in its 2006 report;[3]

2. *Notes with disappointment* the insufficient progress made with regard to the representation of women in the organizations of the United Nations common system, and in particular their significant underrepresentation at senior levels;

3. *Notes with concern* the findings of the Commission in paragraph 108 of its 2006 report;[3]

4. *Urges* the Commission to continue to make recommendations on practical steps that should be taken to improve the representation of women in the organizations of the United Nations common system;

E. Children's and secondary dependant's allowances: review of the level

Approves the revised amounts of children's and secondary dependant's allowances as outlined in paragraph 126 and annex V of the 2006 report of the Commission;[3]

F. Identification of the highest paid national civil service

Takes note of the decision of the Commission to conclude its current total compensation study and to retain the current comparator;

G. Common scale of staff assessment

Takes note of the decisions of the Commission in paragraph 70 of its 2006 report;[3]

III
Strengthening of the international civil service

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

1. *Emphasizes* that the Commission's capacity as a source of technical expertise and policy advice should be further strengthened;

2. *Stresses* that the Commission's work shall be given the importance and attention it deserves by the governing bodies of the organizations of the common system;

3. *Decides* to institute a limit of two full terms for the positions of Chair and Vice-Chair of the Commission;

4. *Also decides* that the provision of paragraph 3 directly above shall apply to Chairs and Vice-Chairs of the Commission appointed after 1 January 2008;

5. *Encourages* Member States to achieve a greater gender balance in the selection of members for the Commission;

6. *Urges* Member States when proposing candidates for membership of the Commission to take into account the qualifications and experience outlined in article 3 of its statute;

7. *Stresses* the importance of ensuring that candidates have managerial, leadership or executive experience, which should include knowledge of at least one of the following fields:

(a) Human resources management principles and practices;

(b) Organizational design and change management concepts and practices;

(c) Leadership and strategic planning concepts and practices;

(d) International and global issues: political, social and economic;

8. *Encourages* the Commission to continue to consider its working methods in consultation, where appropriate, with representatives of the staff and the organizations of the common system.